

# Bargaining Update

Pittsburg Unified School District



January 10, 2023

With Winter break just ending and 2023 just beginning, the PEA and District bargaining teams completed their fifth bargaining session on January 10, 2023.

In the Tuesday session, the bargaining teams exchanged proposals on all open articles, which are Article 6 (Workday), Article 11 (Safety), Article 12 (Benefits), and Article 13 (Salary). The District and PEA exchanged counterproposals on salary during the session reflecting movement by each side. At the end of the session, the District's salary proposal was a 7.25% salary increase retroactive to July 1, 2022. Under this proposal, the salary of a teacher on step 8 in the District and 45 units would increase from \$75,470 to \$80,942, and the salary of a teacher on step 15 with 75 units would go from \$99,681 to \$ 106,908.

The District and PEA are close to a tentative agreement on contract language that would remove the 12-year service credit cap for new hires beginning July 1, 2022, *and* provide a process for teachers hired when the cap was in effect to have their salary placement adjusted retroactively to July 1, 2022. The District and PEA are hopeful this collaboration will help recruit and retain Pittsburg teachers.

The parties also exchanged counterproposals on health benefits. Under the District's health benefits proposal, the District would pay 93% of the premium cost of medical benefits of unit members based on January 1, 2023, Kaiser benchmark rate. The cost of the District's proposed 7.25% salary increase, the proposed new SDC teacher stipend, the cost of covering the Kaiser health benefits increase, the increase to the cash-in-lieu, and the cost of providing prior year service credit, **equates to a proposed total compensation increase of over 8.38% ongoing**, even though the COLA for this year is only 6.56%. In other words, the District's proposal for ongoing increases already exceeds the increased ongoing revenue received for this year.

The parties also exchanged proposals in Article 6, Hours, which includes bargaining a definitive end time for the staff meetings that occur every other Wednesday. More bargaining on this and related sections in Article 6 are expected in the next session. In Article 11, the safety article, the parties exchanged proposals that ensure all bargaining unit members are provided with a walkie-talkie and instructions on how to use the device.

The parties are scheduled to resume bargaining on Tuesday, January 23, 2023.